



EMPLOYMENT TRIBUNALS

Claimant: Mr M Uddin

Respondent: ARL Services (UK) Limited

Heard at: Reading **On:** 17, 18 November 2020, 23, 24 August 2021

Before: Employment Judge

Appearances
For the Claimant: Mr G Williams, trade union representative
For the Respondent: Mr R Morton, solicitor

JUDGMENT

1. The claimant was unfairly dismissed.
2. The claimant contributed to his dismissal, the basic award and compensatory award are reduced by 60%.
3. The claimant is to disclose to the respondent all documents relating to remedy including documents of mitigation of loss, such as any offers of employment, letters of dismissal, contracts of employment, and payslips by **27 September 2021**.
4. The case is to be relisted for a remedy hearing on a date to be notified to the parties, the case will not be listed before 25 October 2021.

Employment Judge Gumbiti-Zimuto
Date: 25 August 2021
Sent to the parties on:
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For the Tribunals Office

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions:

All judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case.